



@USNPEOPLE WEEKLY WIRE

1.) Sailor opportunities to rise as Navy boosts the ranks/ 09 FEB 15

NAVY TIMES, Mark Faram

The Navy's plan to grow the force to 329,200 over the next year and a half will have big impacts on the enlisted workforce. For the next eight months, the Navy plans to recruit 34,628 new sailors off the street, and will allow 362 prior-service members to return from civilian life. An estimated 33,630 re-enlistments will get approved by the end of fiscal year 2015, in late September, personnel officials say.

2.) Incentives offered for sailors who take key jobs/ 09 FEB 15

NAVY TIMES, Mark Faram

Selective Re-enlistment Bonus. In the current fiscal year, 2015, Navy officials expect to spend \$135 million for initial re-up bonus payments and are hoping to entice 8,500 sailors with the critical skills targeted by this incentive to stay in the ranks. The service is asking for a \$19.4 million increase in that part of the budget in fiscal year 2016, for a total re-up bonus budget of \$154.4 million. They're aiming to get about 167 more sailors — 8,667 in all — to re-enlist in the most critical specialties.

3.) Recruits to get tablet devices in spring pilot program/ 11 FEB 15 [\[LINK\]](#)

NAVY TIMES, Joshua Stewart

Master Chief Petty Officer of the Navy (AW/NAC) Mike Stevens said these recruits will be part of a pilot study into the eSailor initiative, a project that arms sailors with tablet computers to help them with their jobs and lives. The mobile device will be loaded with personnel-related documents, regulations, manuals, non-classified training materials, mobile applications and eBooks, including a digital version of the Bluejacket's Manual.

4.) Communications Between Line Leaders and Mental Health Providers/ 10 FEB 15 [\[LINK\]](#)

As we continue to make progress in breaking down the barriers that may prevent Sailors from seeking help for psychological health concerns, commanders must ensure that they are acting in ways that support Sailor wellness while enhancing unit readiness. To that end, Navy Suicide Prevention and the Bureau of Navy Medicine and Surgery (BUMED) recommend that all commanders familiarize themselves with the policies in place to balance their need to monitor the welfare of their unit with the confidentiality protections that medical providers must adhere by in the best interest of Sailors.

5.) 21st Century Sailor Office bi-weekly roll-up:

Every other week, we roll up the various stories in the 21st Century Sailor Office domain. Below are the latest products for total Sailor fitness:

- Spread the Truth: Psychological Health Treatment and SF86 Question 21 (Infographic): [\[LINK\]](#)
- Life Link February: [\[LINK\]](#)

To sign up for the @USNPeople Weekly Wire, email usnpeople@gmail.com,
or find it online at www.navy.mil/cnp

1.) Sailor opportunities to rise as Navy boosts the ranks/ 09 FEB 15

NAVY TIMES, Mark Faram

If you're looking to make the Navy a career or just want to stick around for another hitch, you're in the right service at the right time.

While the Army and Marine Corps are still drawing down, the Navy's 60,000 sailor post-9/11 drawdown is a couple of years in the rear view – with the service planning to grow three out of the next four years.

The brass wants you – and your skills – to stay in the service, and they're putting money on the table: More bonus bucks. Boosted tuition assistance dough. Rises in some special and incentive pays.

And what's more, a plus-up of 5,600 sailors in the next year primarily stems from keeping experienced sailors in the ranks.

For much of the decade between 2003 and 2013, sailors didn't wonder if there would be cuts, but worried how many of them would be sent home as the force "right-sized" from 383,000 to 320,000 personnel, and below.

That's all changed. The picture is bright – and could even get brighter in the next few years with the Navy having secured congressional backing for an airwing and aircraft carrier that had been on the chopping block, and the chronically undermanned cruisers.

"We will finish up 2015 at about 323,600 [sailors] and about 285 ships," said a personnel official who spoke on background to discuss internal deliberations. "We propose to grow in 2016 to about 329,000, the bulk of that being the carrier, the air wing and the manning for the cruisers."

The only blip on the manning radar: a drop back to 326,500 by Oct. 1, 2017, as the Navy works out its plan to dock cruisers for months or years before their mid-life overhauls.

Officials are hopeful that by the time the fiscal year '17 budget is released a year from now, they may have the details finalized and the service could see end strength projections grow even more.

Navy leaders plan to grow the force to 330,000 in the next five years, as the service moves to man a projected force of 304 ships, flush with reworked cruisers, littoral combat ships and more Virginia class submarines.

Advancement Chances

The Navy's plan to grow the force to 329,200 over the next year and a half will have big impacts on the enlisted workforce. For the next eight months, the Navy plans to recruit 34,628 new sailors off the street, and will allow 362 prior-service members to return from civilian life. An estimated 33,630 re-enlistments will get approved by the end of fiscal year 2015, in late September, personnel officials say.

In fiscal 2016, the emphasis shifts to keeping even more sailors. New accessions will drop slightly, by 278 to 34,350. But they plan to increase prior-service recruiting to 400 and are planning to increase re-enlistments by 4,346 to 37,976.

Personnel officials say this is an opportunity for sailors to stay in and to advance, as the Navy hopes to boost the petty officer ranks vital to keeping ships and squadrons running, and to man new ships.

The service has recruited more new sailors over the past couple of fiscal years, and many of those sailors are either in the fleet or coming through extended training pipelines. But manpower bosses are acutely aware that they need experienced sailors to lead them.

Keeping those mid-career sailors in is expected to get harder as the economy gathers steam.

Vice Adm. Bill Moran, the Navy's top uniformed personnel officer, has been telling sailors that advancement is expected to be above the historic average and could rise. For that, sailors can thank the end strength plus-up and the need to keep petty officers.

Moran says sailors can count on steady and increasing advancement for at least the next fiscal year.

And then there's the cruiser conundrum.

If the cruiser situation gets fixed in the next budget cycle, the Navy is likely to be on a steady end strength incline where advancement rates rise and bonuses are boosted.

Ratings Outlook

Roughly a third, or 34, of the Navy's enlisted ratings are deemed "properly manned" at between 98 and 102 percent of their authorized strength, a steady improvement from the 25 properly manned ratings two years ago. On the other hand, there are 27 specialties that are over 102 percent manpower, mostly in ratings that are part of force structure changes or are projected to lose billets.

For example, the Seabee ratings are recovering from a one-third cut in the number of active battalions, and naval aircrewman and some other aviation ratings are working through the elimination of hundreds of billets because of Navy Enlisted Classifications that are being eliminated as the service shifts from P-3 Orions to P-8 Poseidons over the next four years.

Sailors in overmanned ratings can help themselves now by looking for new occupations in undermanned ratings, officials say. And there are still plenty of those right now – 29 in all – which have less than 98 percent overall manning.

This is where the opportunity abounds. Yes, the usual suspects are here; nuclear power ratings and special warfare types are nearly always undermanned. And cyber ratings, where the Navy is growing over the next few years, are also in need more people.

This is especially true for cryptologic technicians (networks), the Navy's offensive cyber warriors. So if you fancy yourself a hacker, and have the test scores and security clearance – or the ability to get one – now is definitely the time to jump.

But there are others, for example, cruiser-intensive ratings such as mechanical and electrical gas turbine specialists; surface sonar technicians; and regular and Aegis fire control technicians are needed.

<http://www.navytimes.com>

2.) Incentives offered for sailors who take key jobs/ 09 FEB 15

NAVY TIMES, Mark Faram

For ratings in which the Navy needs to put butts in billets, the service has got money to sweeten the pot. Here's a look at what the Navy's asked for in fiscal year 2016 for special pay, bonuses, and education bucks:

Selective Re-enlistment Bonus. In the current fiscal year, 2015, Navy officials expect to spend \$135 million for initial re-up bonus payments and are hoping to entice 8,500 sailors with the critical skills targeted by this

incentive to stay in the ranks. The service is asking for a \$19.4 million increase in that part of the budget in fiscal year 2016, for a total re-up bonus budget of \$154.4 million. They're aiming to get about 167 more sailors — 8,667 in all — to re-enlist in the most critical specialties.

Though some sailors in these critical specialties, such as nuclear power, special warfare and cyber, will get the chance to max out the \$100,000 payout ceiling, the trend in the service over the past few years is to increase the number of specialties on the list, but reduce the overall payouts. Expect that trend to continue, officials say.

Special Duty Assignment Pay. This is the Navy's oldest pay, designed to incentivize critical billets in the fleet — currently 22,272, to be exact. And that number won't change, though some payment levels in certain skills could increase; the Navy has asked to increase its SDAP budget by \$783,000 to \$83.5 million in 2016.

Sea Duty and Assignment Incentive Pays. These pays will stay at or near their current payout levels, though the service can — and often does — change who qualifies. This year, the Navy will pay roughly 800 sailors a total of \$8.54 million to fill critical billets with AIP ashore, overseas and at sea. The exact figures for fiscal 2016 weren't available by press time, but officials said it would decrease slightly. The pay isn't going away, however. The total amount of Sea Duty Incentive Pay is also dropping in fiscal 2016, but the Navy plans to increase the numbers of sailors collecting the pay — spreading slightly less money to more sailors who agree to stay in critical sea billets or terminate shore duty to fill an at-sea gap. The Navy projects in fiscal 2016 to drop the total payout to \$7.1million, but expects a total of 700 sailors to get the money.

Voluntary Education Programs. The Navy expects to spend more money on both their marquee off duty education programs in fiscal 2016. Tuition Assistance will grow nearly \$9 million, to \$89.8 million dollars next fiscal year, up from the roughly \$80 million the service spent in fiscal '14 and expects to spend this year.

Education at sea in the Navy College, Programmed Afloat College Education has been getting a steady influx of dollars and will rise again to \$8.7 million; up from the \$8.4 million Navy officials expect to spend this year.

3.) Recruits to get tablet devices in spring pilot program/ 11 FEB 15 [\[LINK\]](#)

NAVY TIMES, Joshua Stewart

SAN DIEGO — This spring, 200 recruits at Recruit Training Command Great Lakes, Illinois, will get more than new uniforms and buzz cuts — they'll receive tablet computers loaded with documents intended to help them during their time in uniform.

Master Chief Petty Officer of the Navy (AW/NAC) Mike Stevens said these recruits will be part of a pilot study into the eSailor initiative, a project that arms sailors with tablet computers to help them with their jobs and lives. The mobile device will be loaded with personnel-related documents, regulations, manuals, non-classified training materials, mobile applications and eBooks, including a digital version of the Bluejacket's Manual.

The Navy has not yet selected a specific tablet for eSailor, but Stevens indicated it will be approximately the size of an iPad Mini.

"We'll download all their training curricula. Everything that they currently get that's in paper will be loaded electronically," Stevens said at the Armed Forces Communications and Electronics Association Conference and Exposition. "This is really the tip of the iceberg with regards to training," he said. "We visualize that one day — and it's not a matter of if this will happen, it's a matter of when it will happen, because it will happen — one day a sailor will sign up in the Delayed Entry Program and we will issue them mobile technology, and it will become their career companion, and [part of] everything they do with regards to personnel and personnel training." The device could also be used in conjunction with maintenance, he said.

"We realize this is something we must do," he said.

Stevens wants all sailors to have tablets in order to better manage their careers and the administrative demands of their jobs. He said that he would like to see ships outfitted with Wi-Fi Internet access so that sailors can be better connected, a step that Stevens has called essential to making sailors' jobs easier.

Stevens didn't say if sailors would have the same level of access to the Internet when they're underway that they do ashore, but he said he would like them to have access to data through a wireless network. Downloads might not occur in real time, as happens when browsing the Web, but rather in bursts with several files coming in every few minutes.

Sailors' demands for personal computers and Internet access is constant while underway. Ships have limited broadband, and mission-related needs are given the most unfettered access, while personal Internet use for keeping in touch with family, paying bills or browsing social media, is limited or restricted entirely.

In an attempt to improve a sailor's personal time online, sailors in the carrier fleet are divided into "Web user groups" and given timeframes for when they can and cannot use the Internet. The WUG scheduling system limits how many sailors are online at once. This has led to faster Internet speeds and better user experiences, but WUG schedules can sometimes clash with a sailor's watch bill.

Dependence on the Internet, both for fun and for personal business, can lead to stress while underway when it's tough to get online. In 2012 the chaplain on the now-retired carrier Enterprise said young sailors who were accustomed to unlimited Internet access sometimes became frustrated when they were at sea and their access was greatly diminished.

4.) Communications Between Line Leaders and Mental Health Providers/ 10 FEB 15 [LINK](#)

NavyNavStess.com

Upholding a culture that supports seeking help as a sign of strength is an all hands effort that is built upon trust, one of the five Principles of Resilience. This trust must be cultivated between Sailors and their leaders through ongoing engagement and support, which will in turn help Sailors trust in the many resources available to them should they need additional care.

As we continue to make progress in breaking down the barriers that may prevent Sailors from seeking help for psychological health concerns, commanders must ensure that they are acting in ways that support Sailor wellness while enhancing unit readiness. To that end, Navy Suicide Prevention and the Bureau of Navy Medicine and Surgery (BUMED) recommend that all commanders familiarize themselves with the policies in place to balance their need to monitor the welfare of their unit with the confidentiality protections that medical providers must adhere by in the best interest of Sailors. In order for Sailors to gain maximum benefit from mental health care services, they must feel reasonably certain that the details they share with a provider will remain private, helping to mitigate the potential decision to not to seek assistance out of fear of consequences. Line leaders and providers share in the responsibility of upholding Sailors' rights and promoting recovery.

Department of Defense Instruction (DoDI) 6490.08 provides guidance on information flow to balance the challenges between patient-provider confidentiality and the rights of commanders, outlining the level of detail a commander can access to ensure the well-being of their unit members and maximize unit readiness. Based on this instruction, BUMED's Psychological Health Advisory Board has developed a graphic outlining communications between the line and medical communities which is now available on the Suicide Prevention website. This graphic provides at-a-glance information on topics such as notification to commands, clarification of the minimum notification standard, best practices for sharing mental health information and additional resources. This tool is not only useful for commanders to facilitate a closer understanding of the decision making

process providers must adhere to, but for key personnel (such as suicide prevention coordinators) to help dispel misperceptions among their shipmates regarding mental health treatment.

To facilitate productive dialogue—and trust—between providers and commands, line leaders should seek to develop ongoing relationships with local health providers. Proactive discussion about policies and procedures will better serve both the commander and provider when making key decisions and determining ongoing support needed for Sailors during and beyond the reintegration process. Most importantly, Sailors will feel more comfortable seeking the resources available to them knowing that their leadership has a full understanding of what can and cannot be discussed. This is yet another way we can take proactive measures to improve the lines of communication and support every Sailor, every day.

5.) 21st Century Sailor Office bi-weekly roll-up:

Every other week, we roll up the various stories in the 21st Century Sailor Office domain. Below are the latest products for total Sailor fitness:

- Spread the Truth: Psychological Health Treatment and SF86 Question 21 (Infographic): [\[LINK\]](#)
- Life Link February: [\[LINK\]](#)